



Manpower and Force Management Career Intern Program

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DCS, G-1



Topics

- FY03/04 Recruitment
- Central Selection
- Selection Statistics
- Current Status
- Intern Management
- Future Plans



FY03/04 Intern Requirements

COMMAND	DUTY STATION	#REQ	REMARKS
AMC	HQs, CMD GP	2	added 8/29/03
AMC	CORPUS CHRISTI	2	added 9/11/03
AMC	LETTERKENNY	1	added 9/11/03
AMC	REDSTONE ARSENAL, AL	1	
AMC	HERLONG, CA	1	
AMC	ROCK ISLAND ARSENAL	1	
AMC	FT MONMOUTH, NJ	1	
AMC	MCALESTER, OK	1	
ATEC	FT HOOD, TX	1	
FORSCOM	FT STEWART, GA	1	
FORSCOM	FT MCPERSON, GA	1	
HQDA (DCS, G-1)	PENTAGON	1	
HQDA (DCS, G-3)	PENTAGON	1	
MEDCOM	FT GORDON	1	
MTMC	ALEXANDRIA, VA	0	w/d by MTMC 8/3/03
NETCOM	FT. HUACHUCA, AZ	2	
NETCOM	MANNHEIM, GERMANY	1	
OCAR	ARLINGTON, VA	2	
TRADOC	FT. MONROE, VA	4	
USACE	SAN FRANCISCO, CA	2	
USACE	LOS ANGELES, CA	1	
USACE	NEW ORLEANS, LA	1	
USACE	WASHINGTON, DC	1	
USAFMSA	FT. LEAVENWORTH, KS	3	
USAFMSA	FT. LEE, VA	2	
USAFMSA	FT. BELVOIR, VA	5	
USAMAA	FT. BELVOIR, VA	1	
USAREUR	HEIDELBURG, GERMANY	1	
USARPAC	FT SHAFTER	1	
USARPAC	CAMP ZAMA	1	
USASOC	FT BRAGG, NC	1	
	TOTAL	45	



Central Selection

- Have Used Several Selection Methods
- Best Method is Central Evaluation, then Local Selection (Supv, ACPM, MCPM)



MANPOWER - FORCE MANAGEMENT

ACTEDS INTERNS SELECTIONS

June 2000 Selections

27 Vacancies	Considered	Referred	Selected	Actual EOD	Percentage of referred from considered	Percentage of selected from referred
OS	46	46	12	11	100%	26%
VRA	36	36	3	1	100%	8%
I	124	83	17	11	67%	20%
Total	206	165	32	23	80%	19%

February 2001 Selections

15 Vacancies	Considered	Referred	Selected	Actual EOD	Percentage of referred from considered	Percentage of selected from referred
OS	52	52	32	7	100%	62%
VRA	22	22	3	2	100%	14%
I	60	18	8	3	30%	44%
Total	134	92	43	12	69%	47%

OS = Outstanding Scholar

**VRA = Veteran's Recruitment
Appointment**

I = Internal Merit Program

**ACWA = Administrative Careers with
America**



MANPOWER - FORCE MANAGEMENT

ACTEDS INTERNS SELECTIONS

June 2001 Selections

26 Vacancies	Considered	Referred	Selected	Actual EOD	Percentage of referred from considered	Percentage of selected from referred
OS	56	53	8	8	95%	15%
VRA	32	27	9	9	84%	33%
I	107	82	5	5	77%	6%
Total	195	162	22	22	83%	14%

29 July 2003 - 30 Sep 2003 Selections

42 Vacancies	Considered	Referred	Selected	Actual EOD	Percentage of referred from considered	Percentage of selected from referred
OS	91	46	8		51%	18%
I	209	67	16		32%	24%
VRA	62	11	2		18%	18%
ACWA	395	81	16		21%	20%
Total	757	205	42		27%	20%

OS = Outstanding Scholar

**VRA = Veteran's Recruitment
Appointment**

I = Internal Merit Program

ACWA = Administrative Careers with



Intern Management

- Make a Good First Impression
- Supervisor/Intern Handbook
- Understand & Explain IDP, Rotations, ACTEDS Funding, Career Program Management, Etc.
- Assign a Mentor/Senior Analyst
- Provide Meaningful Assignments
- Only Sign Off on IDP When the Intern Has Demonstrated a Full Understanding of the Knowledge/Skill Required



Intern Session

- Spring 2004
- Include intern and supervisor
- Discuss expectations (intern, supervisor, PO)
- Provide information on training, rotations, appraisals, mobility, placement
- Networking